

2008-2009 PERFORMANCE PLAN – GENERAL COUNSEL (P. Mixon)

Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
35%	Leadership	<p>Demonstrate a commitment to leadership and ongoing communication within the Legal Office and Systemwide as follows:</p> <p>Officewide:</p> <p><u>Employee Performance and Development:</u> By 6/30/09 ensure 90% completion rate for annual performance appraisals and employee development plans.</p> <p><u>360 Feedback Process:</u> By 6/30/09 achieve 100% participation in the 360° evaluation process by Legal office managers.</p> <p><u>Employee Mentoring and Recognition:</u> By 6/30/09 take proactive steps to coach and mentor employees, provide succession planning, and acknowledge staff (e.g. through activities such as providing training and development opportunities, holding recognition events, and effectuating the transfer of knowledge)</p> <p>Systemwide:</p> <p><u>Internal Client Service:</u> By June 30, 2009, conduct survey of Legal Office and internal CalPERS clients to assess effectiveness, quality and timeliness of Legal Office services and obtain an above average satisfaction rating of all completed client evaluations.</p>	From Schedule
25%	CalPERS Enterprise-wide Projects	<p>Emerging Legal Developments: Provide the Board and CEO with reports, analysis and recommendations on emerging and active legal developments, including potential and ongoing litigation, related to public pension plans and shareowner rights.</p> <p>Privacy and Information Security Objective: Successful implementation of the CalPERS Enterprise Privacy and Security Program by June 30, 2009 will be measured by the following key milestones:</p> <p>By December 31, 2008, identify all security and privacy activities that may impact the security and confidentiality of CalPERS physical, informational, and/or financial assets.</p> <p>By December 31, 2008, identify all resources required to ensure successful implementation.</p>	From Schedule

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20%	Pension System Resumption (PSR) Project	<p>Provide ongoing legal advice and counsel to facilitate the successful completion of the project objectives as defined for fiscal year 2008-09.</p> <p>The Pension System Resumption (PSR)/ Enterprise Transition Management (ETM) and Public Employer Readiness Team (PERT) Projects will be on track for operational implementation by Spring 2010 as measured by the following key milestones:</p> <p>By September 30, 2008, approve the revised ETM Project scope, budget and staffing plan and complete initial organizational readiness assessment.</p> <p>By December 30, 2008, ensure PSR design activities are on schedule and the second ETM Change Readiness Assessment is complete.</p> <p>By March 31, 2009, ensure implementation of new IT operational processes critical to PSR at "go live" is on schedule and the third Change Readiness Assessment is complete.</p> <p>By June 30, 2009, ensure scheduled PSR development activities, the Employer Education Web Conference Series and regulatory changes required to support PSR are complete; ensure final completion of ETM Change Readiness Assessment and the Organization Readiness Plans.</p>	From Schedule
20%	Special Projects	<p>Throughout the fiscal year complete all tasks assigned by the Board or the Chief Executive Officer by the deadlines assigned.</p> <p>By March 31, 2009, working with the Board President and selected Board members, develop a plan for redefining the General Counsel's role and reporting relationships.</p> <p>By June 30, 2009, working with INVO, ECOM, and OAS, develop new internal control processes for AIM, Real Estate, Infrastructure, and Forestland.</p>	From Schedule
100%	Total	Qualitative Measures	